



A STUDY TO IDENTIFY JOB SATISFACTION AMONG MALE AND FEMALE STAFF NURSES IN BHOPAL MEMORIAL HOSPITAL, AND RESEARCH CENTER

Ranjana

Bhopal Nursing College, Bhopal, (M.P.), India.

ABSTRACT

As Bhopal Memorial Hospital and Research Centre being a super specialty hospital and as there is new advancement in patient care, so it is necessary to improve the standard of this organization by providing satisfaction to job doing by staff nurses. This is another one way to reduce high turnover rate. Methodology used in the study of job satisfaction among nurses in Bhopal Memorial Hospital and Research Centre was questionnaire which included 120 nurses of Bhopal Memorial Hospital and Research Centre. The hypothesis proved that there is a significant difference in job satisfaction level between male and female by using analytical statistics.

KEYWORDS: Satisfaction, staff nurses, study, patient, advancement, hospital.

INTRODUCTION:

Job Satisfaction of nurses is very important for Hospital to function successfully. Apart from managerial and technical aspects, employers can be considered as backbone of any industrial development. Nursing service has been considered as one of the major department of the hospital involve in providing care to the patients. A research finding shows the job satisfaction is 51% regarding job security, 28.2% is nature of work and 21% is opportunity of promotion. Job dissatisfaction 72.4% regarding poor promotion prosperous, 42.7% inadequate pay allowance.

OBJECTIVES OF THE STUDY:

1. To discover the various expectations that determines the satisfaction level of male and female staff nurses in Bhopal Memorial Hospital and Research Centre.
2. To assess the level of job satisfaction of male and female staff nurses with respect of Hospital:
 - salary structure
 - working environment
 - grievance handling procedure
 - welfare activities
 - job profile
 - fringe benefit

MATERIAL AND METHOD:

Research design was consisted an analytical study approach to evaluate job satisfaction level of male and female staff nurses working in Bhopal Memorial Hospital and Research Centre, Bhopal. The population selected for the study was 120 staff nurses in Bhopal Memorial Hospital and Research Centre, Bhopal. The samples were selected by using non-probability, purposive sampling technique.

The development of tools involved steps of test construction i.e. preparing the blue print, selection of items. Content validity of questionnaire was done and modifications were done according to the suggestion given by experts. Pre testing and reliability of tools were done. The tools were found to be reliable. The pilot study was conducted on the 11 nurses working in government hospital Bhopal. The main data collected between 25.02.2010 to 10.03.2010. Each data were collected by using structural knowledge questionnaire. The structural questionnaire consisting of two section; Section I: demographic data and Section II: consisted of 20 knowledge questionnaire with maximum score of 20.

RESULT:

The analysis of data was based on the objectives and hypothesis. Descriptive statistics were used to mean, frequency and percentage with tabular presentation of data.

Chi square test was used to test the hypothesis and significance difference in the level of job satisfaction of male and female staff nurses working in Bhopal Memorial Hospital and Research Centre.

Among 120 respondents 79% are satisfied and 21% are not satisfied in their job.

Overall male female ratio of respondents

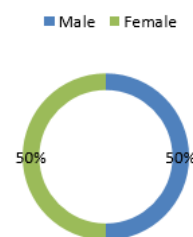


Figure 1: Doughnut diagram showing the overall male female respondents.

Objective 2:

To assess the level of job satisfaction of male and female staff nurses with respect of Hospital:

- salary structure
- working environment
- grievance handling procedure
- welfare activities
- job profile
- fringe benefit

Level of job satisfaction of male and female staff nurses

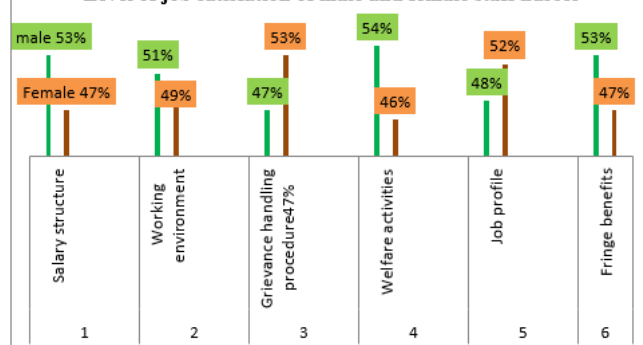


Figure 2: Column diagram showing the job satisfaction level of male and female staff nurses

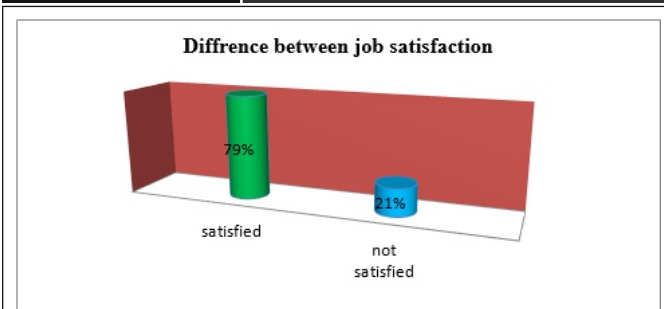


Figure 3: Cylindrical diagram showing the overall satisfaction level of respondent.

DISCUSSION:

The study attempt to examine the hypothesis-

H1: There is a significance difference in job satisfaction between nurses.

The major finding of the study is:

Section I: description of socio-demographic variables.

In the age group of 21-25 there are 24 females and 21 males, 26-30 age group 18 females and 29 males, 31-35 age group 12 females and 9 males, 36-40 age group there is no male only 4 females, 41-45 age group 1 female and 1 male, 46-50 age group there is no respondent and 51-55 age group 1 female and no male.

Out of 120 respondent 50% is female and 50% is male.

In Hindu religion there are 17 female and 27 male, in Christian religion 41 female and 29 male, in Muslim religion 2 female and 4 male respondents.

In educational status there is 2 female and 2 male are BSc, 57 female and 58 male are G.N.M. and 1 female staff nurse is A.N.M.

In 1-2 years' experience there are 14 female and 13 male nurses, 2-5 years of experience is 23 female and 34 male nurses, in 5-10 years 15 female and 9 male nurses, above 10 years of experience 8 female and 4 male nurses.

In the basis of monthly income 19 female and 12 male are earning 5,000 – 10,000 Rs. per month, 38 female and 50 male are earning 10,000 – 15,000 Rs per month and 1 male staff nurse earning the above 15,000 per month salary.

Section II: Analysis and interpretation of job satisfaction level of male and female staff nurses.

Among 120 respondent 79% are satisfied and 21% are not satisfied there job.

The satisfaction level of staff nurses are categorized below:

- In salary structure 37.5 % are satisfied and 21% are not satisfied.
- In working environment 83.33% are satisfied and 16.66% are not satisfied.
- In grievance procedure 85% are satisfied and 15 % are not satisfied.
- In welfare activities 80% are satisfied and 20 % are not satisfied.
- In job profile 91.33% are satisfied and 6.66% are not satisfied.
- In fringe benefit 95.83% are satisfied and 4.16% are not satisfied.

Hypothesis testing:

Hypothesis testing was done to evaluate the job satisfaction level among male and female staff nurses working in Bhopal memorial hospital and research Centre.

The 't' test and chi-square test was used to test the hypothesis.

The result show the significance difference between male and female staff nurses working in Bhopal memorial hospital and research Centre. The research hypothesis is accepted.

CONCLUSION:

Male staff nurses are more satisfied there job compare to female staff nurses. This study finding was supported to provide good salary structure and working environment to minimize the migration of staff nurses from any organization.

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